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## The role of practical training in productivity and profitability of organizations in the Third Millennium

Morteza khanmohammadiotaqsara <sup>a \*</sup>, Mohammad khalili <sup>b</sup>, Aabbas mohseni <sup>c</sup><sup>a</sup> Department of Management, Mazandaran Branch, water and power industry applied-scientific high training institute, Moallem Square, Sari, Iran<sup>b</sup> Department of Management, Mazandaran Branch, water and power industry applied-scientific high training institute, Moallem Square, Sari, Iran<sup>c</sup> Department of Management, Mazandaran Branch, water and power industry applied-scientific high training institute, Moallem Square, Sari, Iran

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### Abstract

In today's turbulent world, the organization's goals depend on the ability of employees to perform duties and adapt to a changing environment. Training of human resources with organizational change and the environment can cause to individuals, their activities effectively and continue to add the efficiency. Therefore, training, ongoing and planned efforts by the management, staff competency levels and to improve organizational performance.

In this paper, in addition to the training of scientific and practical importance and its necessity, the role of education in productivity and profitability of organizations are expressing. In the past these would have thought that learning time with work time and are living apart, and so for them, given the appropriate training before beginning the work was given to the people. The suspect, and then teaches people to live and work productive and profitable deals and the work and life begins, but there is no place for education and scientific research in this role and impact of education on productivity and profitability Be evaluated. Accordingly the definition of functional specifications and process of training was provided, then role models to measure productivity and profitability and helping to train managers for decision in this regard was the article also mentioned the sum, the Conclusions and recommendations made for follow-up of the same in the future are presented.

*Keywords:* practical training, productivity and profitability , organizations ;

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### 1. Introduction

Issues within the organization's productivity, increasing economic openness towards foreign trade and economic competitiveness in world markets and productivity degree of criteria that are very positive and significant impact on their productivity. Questions raised appear to be subject to administrative barriers, which picks up the process of productivity growth are the current criteria for the development of manpower productivity, organizations and societies will be considered, with different criteria that were raised during the twentieth century are considered, improvement and development policy promoted a culture of productivity, development process, How can it be achieved?

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\* Morteza khanmohammadi. Tel.: +9-8151-325-3116  
E-mail address: [kanmohammadi1404@gmail.com](mailto:kanmohammadi1404@gmail.com)

have presented adds, undoubtedly highly variable in space today, and there approach based management framework, policies and directives to improve productivity is very important. Since the training or learning mechanism that is scientific and accurate information on the environment, organizations and Present information in the data sets processed by the Bonn-based forms of knowledge and development of human knowledge means increasing volume and variety of information. Under such circumstances, individuals, organizations and societies can adapt to the conditions of today's complex. Then it can be reached through learning skills to achieve long-term goals (Inelmen, 2011).

Productivity is to maximize use of resources, manpower and scientific measures to reduce costs and to the satisfaction of employees, managers and consumers. Other definitions, labor productivity, the maximum appropriate use of force to move toward goals with less time and costs are minimal. According to the National Iranian point of view of efficiency, productivity, a rational attitude to work and life. It was like a culture that aims for a better life and higher is more intelligent activity. Productivity is possible to gain maximum benefit from the work force, ability, aptitude and skills, manpower, land, cars, money.

### 2.1. System management and productivity

Management system and good productivity in the industrial organizations, services, marketing and research and development in their country has a key role, Tries under management of human factors to achieve maximum results and the factors in order to best develop the organization's goals. Given the important role in the successful management of organizations, services, marketing and research, science and technology systems management and productivity of the development and management training in developing countries has acquired a high status

## 2.2. The importance of manpower training and development to improve productivity

### 2.3. Employee objectives

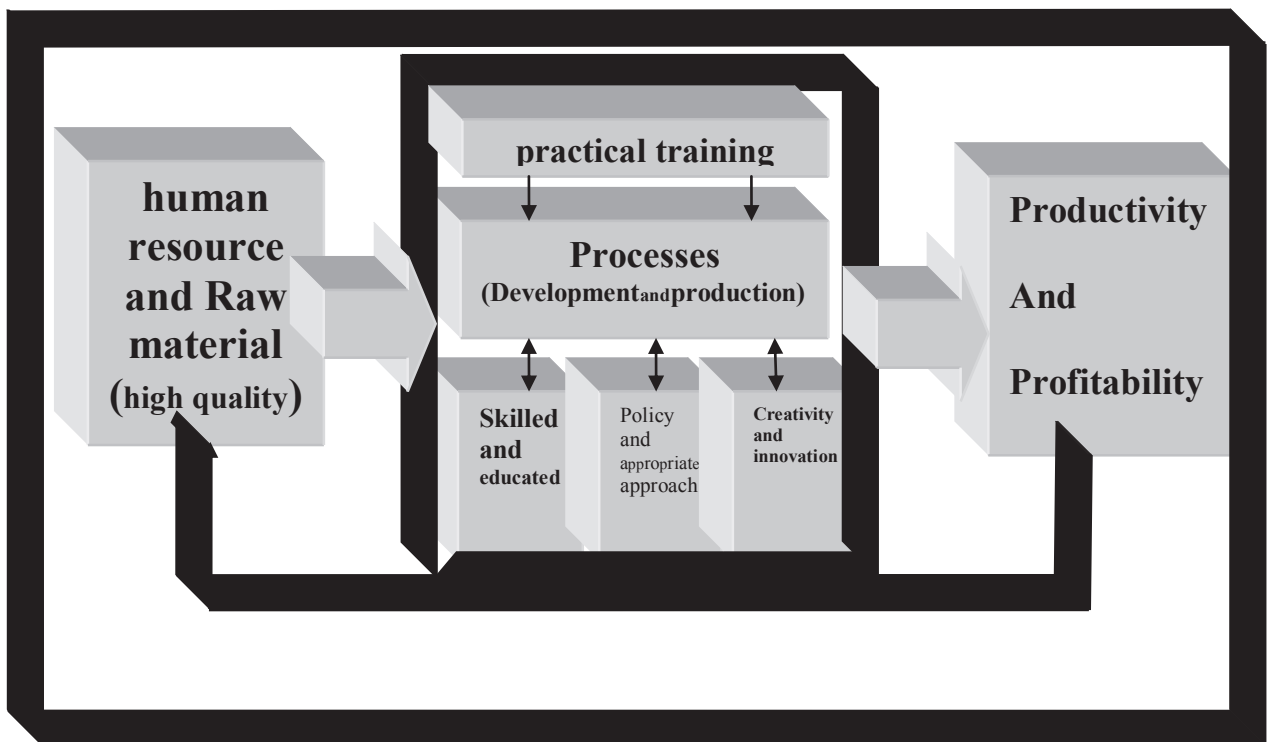
### 3. Groups

Table 1. productivity and profitability

Groups	Person	P-Time(day)	Pre-profit	Pre- productivity
Agriculture Group	35	316	22.42	32.59
Energy Group	68	708	23.17	38.22
Industry Group	113	425	33.06	33.85

#### 4. Quality System (for productivity and profitability)

This figure, Shows how the high quality of human resources and raw materials in production processes and developing policies to add the appropriate approach Creativity and innovation and productivity and profitability can be achieved.



Q-System (for productivity and profitability)

#### 5. Result

however, The training content of the training managers should pay more attention should have, in many organizations, the organizational culture change activities Education of managers, but managers should have a positive attitude to get the desired pattern. Service training is a systematic effort to coordinate the wishes, interests and needs of the future, in the form of work that people expected. However, in any way that we want to define the training, the main essence in all organizations and institutions is to increase staff efficiency and compatibility with the environment and, consequently, increased services.

However, this result can be expressed as follows:

- 5-1- Creating job satisfaction and reducing conflict and defiance, and abnormal behavior, and reduced levels of absenteeism and other costs and accidents.
  - 5-2- Helping to increase individual performance and organizational effectiveness.
  - 5-3- Flourishing his talents, and enhance staff morale and stability in the organization.
  - 5-4- Facilitate the achievement of organizational goals.
  - 5-5- The harmonious way of doing things and to prevent overlapping and duplication of duties and responsibilities in the organization
  - 5-6- Reduction of public expenditure and improve the quality and quantity of products or services provided by the organization.
  - 5-7- Reinforce a sense of loyalty and create a sense of flexibility and solidarity to the workers.
  - 5-8- The validity and value of staff and promoting staff through job promotion and security of their future.
  - 5-9- Growth and success in job creation, social, individual, private.
  - 5-10- Reduction in direct and indirect supervision
  - 5-11- Promote economy and efficiency in all countries has become a national priority for economic survival and the survival and continued ability of countries to optimize the gain in production per unit of output is dependent.
- Therefore, these can also be concluded that the application of scientific training can be effective in increasing productivity and profitability.

## **6. Suggestion**

Finally, The topics covered in the training of scientific and applied research organizations in promoting productivity and profitability in the third millennium Important and practical suggestions are hereby described as follows:

Needs items of information required to calculate a set of indices, determine the timetable for the calculation of indices. Effective system for the legal activities of organizations and groups, cultural, sporting, artistic, social and political context of providing students and their participation in the affairs of their own support system Talented. Graduates competent, capable, faithful, knowledge, creativity, innovation and entrepreneurship, Production of new scientific knowledge and theories, Quality education and research. Productivity (efficiency and effectiveness) of the facilities and resources, including human resources, spaces and other, Chain link with the University of applied research, development and technology with emphasis on joint research with various devices, Advanced technologies in all aspects, International standards in quality education and research with international scientific developments. The teaching responsibilities in any organization can be specified by the guidelines, but usually in large organizations, the training manager is responsible for formal training programs. In fact, his first of the goals and strategies should be fully aware of your conditioning and training needs of staff and equipment in accordance with their instructors, classrooms and other facilities required for training to predict The training is necessary to correct the monitoring program is complete and any time that was necessary to increase knowledge and skills necessary to encourage employees and even managers and supervisors not to short.

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